

Burnout Self Assessment

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**The Self Assessment is
Completely Voluntary.**

**However, it is an Evidence
Based Practice for Reducing
Burnout Among Family
Physicians.**

Self Assessment: World Health Organization Well-Being Index

**Take a few minutes and answer the five questions,
then total your score.**

World Health Organization Well-Being Index

- The 5-item World Health Organization Well-Being Index (**WHO-5**) is among the **most widely used questionnaires assessing subjective psychological well-being**.
- Total of 213 articles met the predefined criteria for inclusion in the meta-analysis.
- **CONCLUSIONS:** The WHO-5 is a short questionnaire consisting of 5 simple and non-invasive questions.
- The scale has adequate validity both as a screening tool for depression and as an outcome measure in clinical trials and has been applied successfully across a wide range of study fields.

Topp, Østergaard, Søndergaard, Bech, 2015

Why Focus on Well Being?

- In general, it is better to **focus on attaining a positive goal rather than eliminating a negative** (Jeste, Palmer, Rettew & Boardman, 2015).
- Well being is associated with **longevity** (Diener & Chan, 2011; Jacob, Hersant, Mezi, Meningaud, 2016).
- Well being is associated with **better physical health** (Rasmussen, Scheier, Greenhouse, 2009).
- Well being is associated with **resilience to mental and physical disease** (Stewart & Yuen, 2011).
- Well being is associated with **productivity** (Schulte, 2010).

World Health Organization Well Being Index Total Score

- A total score above 20. Congratulations, you can teach this course next time.
- A total score between 20 and 13, you may have burnout, consider some of the interventions in the left side of the figure on the next slide.
- A total score below 13 indicates low well being. Complete the Penn State Worry Scale. The PSWQ will indicate how useful mind quieting techniques will be for you. Look at the figure on the next page, seriously consider some of the interventions in the middle of the figure.
- A total score below 7 indicates possible depression. Seriously consider seeking behavioral health assistance. Complete the Rumination Scale, your score will indicate how useful CBT, cognitive behavioral therapy will be for you.
- Record your WHO-5 results and remind yourself to retake the scale in a month. The index can be used to track progress. A 10% change is significant and will show you the effectiveness of your changes (Topp, Østergaard, Søndergaard, Bech, 2015).

Burnout Spectrum

Well
Being



WHO 5 below 13

WHO 5 below 7

Organizational Intervention
Increase Positive Emotions

Individual Physician Intervention

Modify Work Conditions
Breathing Techniques
Mindfulness Stress Reduction
Meditation

Behavioral Health
CBT

A total WHO-5 score below 13 indicates low well being.

A total WHO-5 score below 7 indicates possible depression.

Adapted from Pospos, Young, Downs, Iglewicz,
Depp, Chen, Newton, Lee, Light & Zisook, 2017

*Doctors complete suicide at rates that double the general population rate
(Anderson, 2018)

Your WHO-5 Score

- Consider your WHO-5 score, if you are above 13, a positive emotion technique will be helpful in maintaining and improving your well-being.
- If your WHO-5 score is 7 or below, you need a professional mental health assessment.
- If your WHO-5 score is below 13 but above 7, the next three scales will be helpful in determining what you can do.

Thought Patterns Related to Stress: Rumination

- Longitudinal studies found the primary mechanism that converts stress into depression is the amount of rumination thinking (Michl, McLaughlin, Shepherd, Nolen-Hoeksema, 2013).
- Assessing the amount of rumination you indulge in assesses your potential to develop depressive symptoms as you encounter stress in your work and everyday life.

Complete the 10 question Rumination Scale.

10 Thought Patterns Related to Stress: Dysfunctional Attitudes

Dysfunctional Attitude Scale

- Dysfunctional Attitudes are **specific learned habitual thinking patterns that make the person more likely to experience stress, anxiety and depression** (Beck, 2008).
- Dysfunctional Attitudes can **intensify and prolong our stress response or trigger the stress response in situations most people would perceive as harmless.**
- **Dysfunctional attitudes are directly and quantitatively related to the amount of distress one feels in daily life** (Vîslă, Flückiger, Grosse Holtforth, David, 2016).

Complete the 9 question Dysfunctional Attitude Scale

Thought Patterns Related to Stress: Worry

Penn State Worry Scale

- Worry is involved in the onset and maintenance of a range of psychological disorders (Topper, Emmelkamp, Watkins & Ehring, 2014).

Complete the 8 question Penn State Worry Scale.

Scoring the Scales

- Consider the Rumination score first, with a score in the 20's or 30's, you should consider CBT, online or in person.
- Next consider the Dysfunctional Attitude Scale, a score of 18 or below is another indicator for CBT, either online or in person.
- Next consider the Penn State Worry Scale, if you have a score of 28 or higher, you should consider calming techniques, such as, Mindfulness Based Stress Reduction, meditation or breathing techniques.